

GOVERNMENT OF TELANGANA  
ABSTRACT

SHOPS & ESTABLISHMENTS – Exemptions – M/s. GMR Air Cargo and Aerospace Engineering Limited, Hyderabad – Exemption from certain provisions of the Telangana Shops and Establishments Act, 1988 – Granted – Extension of exemption for a period of (2) years with effect from 16.05.2024 – Orders – Issued.

LABOUR EMPLOYMENT TRAINING AND FACTORIES (LAB-I) DEPARTMENT

G.O.Rt.No. 439

Dated: 24-08-2024

Read the following:-

1. G.O.Ms.No.25, L.E.T & F (Lab) Department, dated: 14.05.2018.
2. G.O.Ms.No.12, L.E.T & F (Lab-I) Department, dated: 20.06.2020.
3. G.O.Rt.No.296, L.E.T & F (Lab-I) Department, dated: 23.06.2022.
4. Representation of the CEO, M/s. GMR Air Cargo and Aerospace Engineering Ltd., Hyd., dt: 06.03.2024.
5. From the Director of Labour, Telangana, Hyderabad, Lr.No.H/2467946/2024, Dt.02.05.2024.

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ORDER:-

In the G.Os 1<sup>st</sup> to 3<sup>rd</sup> read above, exemption was granted to M/s.GMR Air Cargo and Aerospace Engineering Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 upto 15.05.2024, subject to the conditions laid down therein.

2. In the circumstances reported by the Director of Labour, Telangana, Hyderabad in the letter 5<sup>th</sup> read above, Government after careful examination of the matter hereby decided to extend the exemption granted to M/s.GMR Air Cargo and Aerospace Engineering Limited, Hyderabad for a further period of two (2) years with effect from 16.05.2024, subject to certain conditions.

3. Accordingly, the following notification will be published in the Extraordinary issue of the Telangana State Gazette:

NOTIFICATION

In exercise of the powers conferred under sub-section (4) of section 73 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988), the Government of Telangana hereby extend the exemption granted to M/s.GMR Air Cargo and Aerospace Engineering Limited, Hyderabad from the provisions of sections 15, 16, 17, 21, 22, 23, 30, 31, 38, 47 & 68 of the Telangana Shops and Establishments Act, 1988 (Act No.20 of 1988) for a further period of two (2) years with effect from 16.05.2024, subject to the following conditions namely:-

- (i) Weekly working hours for an employee shall be 48 hours. For the Work done beyond 48 hours, employee is entitled to overtime wages.
- (ii) Every employee shall be given a weekly off.
- (iii) The management is permitted to engage women employees during night shift subject to provision of adequate security during the course of employment and to and fro transport from their respective residences.
- (iv) Every employee shall be given compensatory holiday or additional compensation in lieu of attending duty by him/her on a notified national / festival holiday with wages under provision to sub section (2) of section 31 of the Telangana Shops and Establishments Act, 1988 if they work on notified holidays.
- (v) The Organization shall obtain Bio-Data of each driver and conduct pre-employment screening of the antecedents of all drivers employed on their own or through outsourcing. The details of such as driving license, Photographs, address, telephone No. / Mobile No. etc of the drivers shall be available with the respective companies.

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- (vi) Compulsory / statutory every employee shall be provided with identity cards and all other welfare measures to which they are eligible as per the rules in force.
  - (vii) The Schedule and route of the pickup and drop shall be decided by the supervisory Officer of the company on every Monday (If the Monday is the holiday next working day in a week). In case of exigencies change of drivers / routes /shifts shall be allowed only with the prior knowledge of supervisory officers / employees.
  - (viii) The telephone number particularly mobile cell numbers and portal / residential addresses of the women employees shall not be disclosed to unauthorized persons.
  - (ix) Careful selection of routes shall be made in such a way that no women employees shall be picked up first and dropped last.
  - (x) It is desirable that the company shall randomly check the vehicles on various routes and ensure their safety etc.
  - (xi) Company shall have a control room / Travel desk for monitoring vehicle movements and necessary records maintained to this effect.
  - (xii) The Leaves allowed shall not be less than the statutory leaves prescribed.
  - (xiii) That the Leave encashment conditions prescribed under section 30 shall be followed.
  - (xiv) The Integrated Registers shall be maintained and Integrated Returns to be filed in terms of G.O.Ms.No.23, LET&F Department, dated 24.03.2016.
4. The exemption granted under para-(3) above of this order may be revoked at any time without prior notice or assigning any reason if warranted in public interest and safety.

(BY ORDER AND IN THE NAME OF THE GOVERNOR OF TELANGANA)

SANJAY KUMAR  
PRINCIPAL SECRETARY TO GOVERNMENT

To  
The Commissioner of Printing and Stationery, Telangana, Hyderabad.  
The Director of Labour, Telangana, Hyderabad.

Copy to:

The Management, M/s. GMR Air Cargo and Aerospace Engineering Limited,  
Reg. Office Plot No.1, GMR Aerospace Park,  
GMR Hyderabad Aviation SEZ Limited,  
Rajiv Gandhi International Airport,  
Shamshabad, Hyderabad – 500 108.

The Special Secretary to C.M.  
The Law (E) Department.  
Sf/Sc

// FORWARDED :: BY ORDER //

SECTION OFFICER